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Part I

28 October 1987

ECONOMIC COMMISSION FOR AFRICA

REPORT OF SEMINAR ON DEVELOPMENT PLANNING AND DEMOGRAPHIC ANALYSIS : THE CASE OF ETHIOPIA

Addis Ababa, Ethiopia
26-27 October 1987

ORGANIZATION OF THE SEMINAR

I. Date and place

1. The seminar on development planning and demographic analysis: the case of Ethiopia was held in Addis Ababa (Ethiopia) from 26-27 October 1987. It was organized by the Demographic Training and Research Centre (Addis Ababa University) in co-operation with the CSO, ONCCP, UNDTCD, UNFPA and UNECA.

II. Background

2. Over the past few years, the United Nations Economic Commission for Africa in co-operation with UNFPA, ILO and other UN agencies and the host countries, has been assisting in organizing national seminars on population and development in various countries of the region. In the more recent past, Ethiopia has been engaged in expanding its demographic activities. Some of these include the First Population and Housing Census in 1984; establishment of the Demographic Training and Research Centre (DTRC) at the Addis Ababa University which offers formal training both at the graduate and under-graduate levels; establishment of a Population and Development Unit at the Office of National Committee for Central Planning (ONCCP); and, establishment of a Population Study Centre at the Central Statistical Office (CSO). These developments reflect the importance attached by Ethiopia to the general area of population and development.

3. The importance of the study of the interrelationship between population and development is all the more obvious in Ethiopia with an estimated population size of 42 m in 1984, an annual growth rate of 2.9 per cent and a perceived state-sponsored national development plan.

4. A proposal to hold a Seminar and a Workshop for two different audiciences designated as "Development Planning and Demographic Analysis: The Case of Ethiopia" was, therefore, developed within project ETH/86/P02 and forwarded by the Government for UNFPA funding in November 1986. The proposal was approved and funded in March 1987.

III. Objectives of the Seminar

5. The objective of the seminar was to increase the capacity of the People's Democratic Republic of Ethiopia in the conduct of scientific research into population problems as well as related activities in government agencies connected with the development planning process. Additionally, the Seminar was aimed at creating an awareness of population in socio-economic planning and highlight the role of population in the planning process in the country.

IV. Attendance of organization of work

6. About 150 people from Addis Ababa University, Central Statistical Office, DTCD, FAO, ILO, FGAE, Government Ministries, ONCCP and UNECA attended the Seminar. The full list of the participants at the Seminar is presented in Annex I.

7. For each session, a representative of the government presented a brief overview of the topic to be addressed; a discussant then highlighted the points raised on the main theme; and, there was a general debate by the participants before a summary of the main observations by the Chairperson for the session.

V. Agenda

8. The seminar adopted the following work programme:

SEMINAR WORK PROGRAMME

Monday, 26 October

8:15 - 9:00	REGISTRATION
9:00 - 10:30	OPENING AND KEYNOTE ADDRESSES
	i) President, Addis Ababa University
	ii) Minister for Planning
	iii) Executive Secretary, ECA
	iv) UNFPA/UNDP
10:30 - 11:00	Break (Coffee)
11:00 - 12:30	**SEMINAR PAPER I:** "Development Planning in Ethiopia: Source, Relevance and Efficacy of Demographic Information/Knowledge"
	Dr. Alula Abate - Chairperson (Addis Ababa University)
	Dr. Asmerom Kidane - Discussant (Addis Ababa University)
11:00 - 11:20	Presentation by Comrade Mitik Beyene (Author)
11:20 - 12:30	Discussant's observations and general discussion
12:30 - 14:30	Break (Lunch)

14:30 - 16:00 **SEMINAR PAPER II:** "Role of Demographic Information/Knowledge in Planning at the Grassroots"

Dr. B. W/Semayat - Chairperson (Addis Ababa University)
Dr. A. Tesfaye - Discussant (Addis Ababa University)

14:30 - 14:50 Presentation by Dr. Seyoum Gebre-Selassie (Author)
14:50 - 16:00 Discussant's observations and general discussion

16:00 - 16:15 Break (Coffee)

16:15 - 17:30 **SEMINAR PAPER III:** "Role of Demographic Information/Knowledge in Employment and Education Planning"

Dr. Seyoum Gebre-Selassie - Chairperson (Addis Ababa University)
Dr. Teshome Mulat - Discussant (Addis Ababa University)

16:15 - 17:35 Presentation by Comrade Yohannes Beshah (Author)
17:35 - 17:45 Discussant's observations and general discussion

Tuesday, 27 October

09:00 - 10:30 **SEMINAR PAPER IV:** "Role of Demographic Information/Knowledge in Planning for Agriculture and Food"

Dr. L. Birkie - Chairperson (S/T Comm.)
Dr. Alula Abate - Discussant (Addis Ababa University)

09:00 - 09:20 Presentation by Comrade Dessalegh Rahmato (Author)
09:20 - 10:30 Discussant's observations and general discussion

10:30 - 11:00 Break (Coffee)

11:00 - 12:30 **SEMINAR PAPER V:** "Role of Demographic Information/Knowledge in Planning for Urban Growth and Development"

Dr. Teshome Mulat - Chairperson (Addis Ababa University)
Comrade Y. Admassie - Discussant (Addis Ababa University)

11:00 - 11:20 Presentation by Comrade Hadgu Bariagaber (Author)
11:20 - 12:30 Discussant's observations and general discussion

12:30 - 14:30	Break (Lunch)
14:30 - 16:00	**SEMINAR PAPER VI:** "Role of Demographic Information/Knowledge in Health Planning"
	Dr. B. W/Semayat - Chairperson (Addis Ababa University)
	Dr. A. Tesfaye - Discussant (Addis Ababa University)
14:30 - 14:50	Presentation by Dr. Asfaw Desta (Author)
14:50 - 16:00	Discussant's observations and general discussion
16:00 - 16:15	Break (Coffee)
16:15 - 17:30	CLOSING CEREMONY
	Matters emerging from Seminar

VI. Account of proceedings

A. Opening addresses

9. The seminar was opened by Dr. Mekonnen Dilgassa, Vice President of the Addis Ababa University who read an opening speech on behalf of the President of the University. In the opening remarks, the Vice President stressed the importance of demographic variables and emphasized the need to identify the interphase between population and development. He then outlined the activities undertaken to date by the University in the field of demography including the establishment of an MA degree course in Demography, short term training and service courses, research and publication.

10. Subsequently, Comrade Mersie Ejigu, Minister and Head of the ONCCP, in his remarks, noted that development planning entails the allocation of scarce resources and is a multidimensional process involving time, space, politics, etc. The Minister then traced the development planning experiences in the country and further noted that previous development plans in Ethiopia were unable to integrate demographic data into their framework because of the serious deficiency in this regard. According to him, planning in Ethiopia has faced other obstacles in the form of natural calamities like famine, resource degradation, low level of savings, the deterioration of the terms of trade for primary products in the international market, the unfavourable balance of payment situation and unemployment. In view of these problems, the Minister indicated that his Government had established regional planning offices and had emphasized the development of trained manpower in order to ensure the successful implementation of the country's present and future development plans.

11. The Minister then informed the seminar, that given the prevailing high population growth rate in the country, the ONCCP was in the process of formulating a population policy for the country in order to ensure a sustained improvement in the life style of Ethiopians. In this regard the Minister noted that the goal of development planning by his Government was to ensure an increase in food production, a favourable balance of payment, an improved status of women, establishment of MCH programmes and the promotion of population resettlement programmes.

12. In his keynote address, on behalf of the UNECA Executive Secretary, Mr. Tchouta Moussa, the Deputy Executive Secretary, remarked that the main obstacle of the host country in fostering population development interrelationships was the lack of pertinent demographic data. He then noted that with the preparation of medium and long term development plans, the country's awareness of the need for reliable data has increased. In acknowledging the efforts of the Government in this context, the Deputy Executive Secretary referred to (i) the earlier seminar organized in March to sensitize high level Government officials about the rationale for integrated population and development planning; and, (ii) the Government's participation in the celebrations organized earlier this year by UNFPA to mark the 5 billion day. In concluding, the Deputy Executive Secretary commended these and other endeavours of the Government which, in his view, were consistent with the past and recent trends in other African countries.

13. In his address, Dr. M. Nizamuddin, the UNFPA Representative, appreciated the Government's decision to establish a Demographic Unit and a Section on women and development within the organizational set up of the ONCCP. He then observed that the integration of demographic variables into development plans was a long term issue. Thereafter, he informed the seminar that the UNFPA would allocate 10 million US dollars over the next four years to assist Ethiopia in emplementing its 10-year development plan through short and long term projects to strengthen the MCH/FP programmes; promotion of family education; and, improving and upgrading the demographic training facilities in Addis Ababa University.

B. SEMINAR PAPER I

Development planning in Ethiopia: Source, relevance and efficacy of demographic information/knowledge

14. In presenting this agenda item, Comrade Mitik Beyene, gave an account of development planning exercise in Ethiopia during the pre and post revolution periods. He stressed that the changes and reforms that followed the revolution have resulted in increased efforts at promoting development planning in the country. He then examined the sources and availability of demographic data in the country before the 1960s, the period 1960s-1970s; and, in the 1980s within the framework of the importance of these data in development planning.

15. The discussant for the session then raised issues with (i) the available sources and efficacy of demographic data information; and (ii) the relation between development planning and demographic analysis.

16. Regarding (i), the discussant noted that a carefully designed and scientifically executed survey is a necessary but not sufficient condition for generating reliable demographic data. Alternately a lower coefficient of variation of selected variables does not guarrantee good demographic information. There are inherent deficiencies in the quality of demographic data, such as the problems of age heaping, age misstatement, underestimation of infant mortality, total fertility, etc. Because these problems are common in almost every African country, the discussant felt that they should have been pointed out in the paper. He further noted that because all pre 1984 population estimates and projections have proved to be wrong, the country still was a long way off before generating directly usable demographic data. Accordingly, the discussant urged continued reliance on indirect estimation of demographic parameters needed for development planning in the country.

17. Regarding (ii) the discussant pointed out that the paper should have considered the economic-demographic interaction in the process of development planning in the country. The paper should also have treated population as an endogeneous and not exogeneous variable.

18. Based on the resulting discussion, the seminar noted that (i) the paper should have stressed the failure to set demographic targets in the past and present development plans of the country as well as the need to do so in future plans; (ii) the computer facilities at the CSO should have been discussed in the paper as they were crucial to throwing some light on the observed time lag (in terms of publishing the results) since the 1984 census was taken; (iii) the CSO should establish (for the future) an integrated data base for the country pertaining to population, employment, education, health, housing, etc.; (iv) the CSO should devote time and ascertain the errors inherent in the 1984 census data as it provides a potential benchmark for effective development planning in the country. In this regard, the suggestion was made regarding the need to use the 1984 census data as a basis for monitoring the implementation of the current 10 year perspective development plan for the country.

C. SEMINAR PAPER IV

"Role of mass organizations and NGOs in generating demographic data"

19. In the absence of the discussant, the Chairperson allowed the author to take time for his presentation. In presenting this agenda item the author asserted that demographic data are defficient in Ethiopia. Nevertheless, he noted, the proliferation of mass organizations at the grass roots level in

the country, among other things, has facilitated the implementation of government policies. He then argued that these grass roots level organizations could be made to record vital statistics. All that was required was to develop a carefully worked out system of registration in co-operation with concerned government ministries and give kebele leaders a short term orientation on the subject. Once the records are made available at the grass roots level, aggregation could then be made by government offices above the awraja level. Zonal officies of planning could also take care of the aggregation of vital statistics.

20. He also stressed the role that could be played by the Women's Association in facilitating the dissimination of information regarding family planning services. In this connection he noted that the Ethiopian Family Guidance Association (FGAE) was the only non-governmental Organization which was operational at the grass roots level in matters related to population. Similarly, the Youth Associations (REYA) could be used to enhance education regarding Family Planning services particularly in the light of the prevalent pre-marriage births and abortion practices.

21. In the resulting discussion, questions were raised regarding ways of implementing the various proposals. The seminar recommended the strategy of experimenting with the various proposals of the paper with a view to selecting the best among them for adoption.

D. SEMINAR PAPER III

"Role of demographic information/knowledge in employment and education planning"

22. In presenting this agenda item, Comrade Y. Beshah, stressed the importance of demographic and related data in relation to the implementation of the country's 10-year perspective plan. He noted that (i) projections of the labour force at urban and rural levels are prerequisites for planning; (ii) analysis of labour force requires data on utilization of human resources; and, (iii) there was need for continuous flow of information in view of the rapidly evolving employment situation in the country. He further noted that there was a need to derive pertinent data from all available sources - the CSO; Ministries of Labour, Education and Social Affairs; Civil Service Commission; and, Employment Exchanges.

23. He then observed that data from employment exchanges indicated that, between 1978-1979 and 1985-1986, more than 656,000 persons were registered; a large proportion of these were aged 20-29 and were mostly illiterate or had only elementary education. For him, this situation called for careful consideration of human resource development and especially the need to establish a manpower pool. The informal sector statistics also needed to be studied.

24. The discussant observed that the objective of the paper was to demonstrate the application of demographic information in employment and education planning. To achieve this objective, the paper attempts to pool together a set of three propositions namely (i) transformation models; (ii) identification and description of the functioning of relevant public agencies and ministries in Ethiopia; and, (iii) provision of data annexes. However, he added, these elements are not linked together in the paper.

25. Concerning the transformation model, the discussant noted that it is an identity equation defining "rate of population increase". At best it may yield results showing the potential labour supply but does not provide the link with employment. Such a link requires data on participation rates which the paper does not provide.

26. In addition, "manpower requirements approath" is proposed in the paper for employment and education projections. The discussant noted that 5 steps are required to achieve the later viz: (i) level of output is estimated for the plan period; (ii) the sectoral distribution of the output for the plan period is made; (iii) estimating the inverse of labour productivity sectorally for the plan period; (iv) estimating the occupational structure of the labour force sectorally for the plan period; and, (v) converting occupational structure into educational equivalents for the plan period. According to the discussant, the concern of the manpower planner is basically with the last two steps. However, a rigid application of the rules to the Ethiopian situation is unwarranted given the prevailing situation of underdevelopment with very traditional industries.

27. With respect to the conversion of occupation into educational equivalents, the discussant noted two points. First, it is a common observation that a given occupation is served by different levels of education. Managerial positions in the textile industry, for example, are filled by people with different levels of education. Second, linking education and occupation in a rigid fashion and accepting uncritically such conversions would lead to false hopes and wrong education policy; it may introduce a rigid state regulation and total control of the education system.

28. Based on the foregoing, the discussant felt that the paper concentrated on labour supply without any linkage to the demand side.

29. From the resulting discussion, the Seminar stressed the need for demographic data for education and employment planning and suggested that linkage between supply and demand at least in the formal sector should be highlighted. In this connection, the Seminar noted that the high unemployment rate of school leavers in the country needed attention both by education and manpower planners; the orientation of education in terms of agro based training was considered relevant and practical for the country. The Seminar then suggested a disaggregation of unemployment by residence in order to provide an understanding of the magnitude of the problems affecting various groups of people in the country.

E. SEMINAR PAPER IV

"Role of demographic information/knowledge in planning for agriculture and food"

30. In presenting this agenda item, Comrade D. Rahmato noted that the paper "Settlement and Environment in Wollo: Consideration for Food Security Planning" was based on a micro-case study on Wollo using 1986 data. He further noted that food production was lagging behind population growth and that the race between population and food was getting grimmer; to improve per capita food intake needed great improvements in food production. He then indicated that the paper focused on settlement and environment in planning for food security and did not treat demographic variables and their links to food and agriculture although their impact was implied. Settlement levels (i.e. the core, the kebbelae and the local community) and patterns in the case under review, were influenced by factors such as natural resources, environment, nature of activity and population pressure. The environmental situation of Wollo is characterized by its rugged topography and inadequate rain fall for agriculture and food production; Wollo also has the highest soil degradation in the country.

31. The discussant of the paper observed that it was of general interest to such disciplines as ecologists, sociologists, and agriculturalists. He then noted that the paper did not directly analyse demographic variables in food and agricultural planning. Among the possible solutions of food problems, he referred to the change in consumption patterns, change in technology and the need to reduce the population growth rate. It was not possible to expand farming land. The problem with use of modern technology was that it was out of reach of the ordinary peasants who could not afford the necessary inputs. However, some of the modern technologies and innovations had some side effects. For example, irrigation had introduced malaria and other diseases; the Awash Valley was a case in point.

32. From the resulting discussion, the seminar stressed the need for educational and research institutions to work closely with the peasants to bring about changes in attitudes to adopt and apply innovative technologies affordable by the farmers at the grass roots. It was emphasized that technological innovations in itself had some limits to which it could resolve the food problem and hence the need for demographic intervention as one of the options in resolving the food, population and development problems. The seminar then noted that although the case study was focused on Wollo which has very little productive capacity, research was needed on the protection of soil degradation in the very productive areas of the country (e.g. the Jima area). The need to assist small holder farmers was seen to be more productive and effective than the large scale mechanized farming.

F. SEMINAR PAPER V

"Role of demographic information/knowledge in planning for urban growth and development"

33. In presenting this agenda item, Comrade Hadgu, remarked that the Ethiopian economy was presently basically rural. Despite the low level of urbanization, he noted, pressures on urban social services such as education, health, housing and employment required the attention of planners in the country. In this context, he pointed at the importance to the country of taking steps to effectively integrate population variables in social and economic development planning. He asserted that the past efforts in this direction had not been satisfactory because the implications of various population trends were not thoroughly examined.

34. He then examined the consequences of past and future urban growth and development for strategic sectors of the economy such as education, housing and urban infrastructure provisions. In this connection, he referred to the implications for social and economic planning of alternative urban population projections for these strategic sectors of the urban economy. Based on current estimates and projections, he then discussed the problems which planners have to face in making provisions for the very rapidly expanding Addis Ababa school-age population and adequate housing for the increasing urban population. Concerning the formulation, implementation and monitoring of strategies to address the urban problems, he emphasized the establishment of urban as well as rural growth centers in order to decentralize the provision of economic and social services.

35. He then recommended (i) the updating of the demographic and economic data in the current 10 year perspective plan; (ii) the launching of special research on urban problems and policies; and, (iii) the strengthening of institutions responsible for defining population policies in the country.

36. The discussant observed that the paper demostrates how available demographic information can be successfully used as one of the basis for establishing a viable policy of urban growth and for drawing a realistic plan for urban development. He then reiterated the main substantive issues addressed by the paper. After a general discussion of the role of demographic information for development planning, the discussant noted that the paper then provided the level of urbanization and the urban growth rate and showed how the knowledge of these two indices has supplied the bases for formulating a strategy for developing a healthy urban system in the country.

37. He then noted that the paper thereafter successfully demonstrates how information regarding demographic characteristics such as size, composition, structure, etc. were employed in the process of an actual urban spatial and infrastructural planning, namely that of Addis Ababa city. However, he stressed that out of the four aspects in urban spatial and infrastructural plan that the paper dealt with, housing planning was more thoroughly covered. He further stressed the limitations of the current housing policy consequent upon the neglect of some demographic variables particularly the failure to take into

consideration, the actual family size of the would-be households; assuming that all the households were newly established; and, concentrating on income structure for estimating construction capacity and financial requirements. Such shortcomings, he added, point towards inadequate use of demographic information.

38. In the discussion that followed, the Seminar raised issues regarding the urban policy to be selected by the Government-maintaining current rates of urban growth or decreasing/increasing current rates. The Seminar then observed that attempts to create alternative growth centers besides Addis Ababa and Asmara were aimed at decentralizing and ameliorating pressures on the two cities. The Seminar also stressed the implications of current urban growth rates for energy supply and of food production for urban centers.

G. SEMINAR PAPER VI

"Role of demographic information/knowledge in health planning"

39. In presenting this agenda item, Dr. Asfaw Desta, stressed that demographic and socio-economic information are important in articulating a viable health plan. He further stressed that in order to optimize the use of resources, it is essential that the health planner has data on both the size of population and its age-sex structure, distribution over geographic space, as well as the components of its growth (fertility, mortality and migration). He then noted that in Ethiopia, there is a general lack of data for preparing a reliable health plan; the 1984 census results were, therefore, eagerly being awaited so that more focussed projections could be undertaken to enable planners to aim at reasonable health targets within the country's 10 year perspective plan as enunciated in the Alma Ata Declaration on Health for All by the Year 2000.

40. The discussant for the Session then observed that the paper focussed considerably on demographic variables to the neglect of such other aspects of health planning like economic, social and political considerations. In particular, the discussant, stressed that economic factors do play a role in the use and accessibility of health facilities and infrastructure to the people. He also noted that the paper failed to deal with the population development interrelationship in the area of health; although health planning needed demographic inputs, it is also known, he added, that improvement of health and living conditions have significant impact on population. Accordingly, the discussant suggested that health planning in Ethiopia should focuss at the micro level - the smaller ecological regions, instead of only at the national level. Special groups and especially the weaker sections of the population should be given attention since their health needs were more urgent.

41. In the resulting discussion, the Seminar observed that actual use and accessibility of health facilities was more relevent than perceived needs based on demographic data. The Seminar then recommended that special studies on the consequences of the resettlement of people from the highlands to the low

lands should be undertaken specially in regard to incidence of malaria, water borne diseases and other diseases. The Seminar also recommended that since health needs should be viewed not at individual level but at the community based levels, the provision of self reliant health services should be made to communities; this would be more effective and might ensure better participation by the people.

H. Closing

42. Comrade Petros Wantamo, Commissioner of Western Regional Planning Office, on behalf of the ONCCP, expressed thanks to the organizers of the Seminar and noted that the Seminar had provided a forum for sharing experiences in the country in terms of efforts to date at integrating demographic factors in development planning. He observed that the questions raised and the views expressed have been very useful and that the Seminar was timely. He then called upon the professionals and scholars in the country to take steps to fill the gaps in information and data. He ended on the note that the present Seminar focussed on macro planning and did not deal sufficiently with the integration process at the sectoral level. Accordingly, he called on the country's planners to take cognizance of this fact especially as sectoral plans make up the macro plan.

43. Mr. Bahri, on behalf of the UNECA Population Division, commented on the general issues discussed at the Seminar and noted that time dimension should be given due consideration in planning since the long term consequences of demographic events take time to be observed. He further noted that the Seminar has permitted exchange of views and experiences between three different groups of people namely scholars, technicians and policy makers.

44. Dr. Nizamuddin, on behalf of UNFPA, observed in this closing remarks that the Seminar was timely as it was held when UNFPA was launching its 5 year programme of assistance to African countries. Such assistance, he noted, would focuss on areas like population and development planning and the involvement of women in development planning. For him, the Seminar has addressed the effects of population on development but the effects of development on population were not considered. Accordingly, he drew the attention of the country's planners to this other side of the relationship at a latter seminar.

45. Dr. Habib Sidiqui, on behalf of DTCD, remarked that the intergration of population issues in development planning could take place at three levels- policy, plan formulation, and implementation. He then stressed the need for institutional arrangements and training to foster proper and effective integration.

46. Dr. Teshome Mulate, on behalf of the IDR, then thanked all those who had taken part in the Seminar and declared the Seminar closed.

ANNEX I

List of Seminar Participants

I. Addis Ababa University

Alemayehu Melaku
Alemseghed Ghebre
Alemayehu Lirenso
Alemu Hailu
Alula Abate
Asfaw Desta
Asmerom Kidane
Bekure W/Semait
Beyene Dolicho
Demissie Habte
Demissu Gemeda
Dejene Aredo
Domenilo Patassini
Elias Gebre-Egziaber
Fasil G/Kiros
Fecadu Gedamu
Fekade Shewakena
Getachew Assefa
Gebre-Hiwot Ageba
Gebre-Mariam W/Michael
H. Kloss
Hussein Adem
Kederalh Idris
Kebrom Tella
Makonnen Dilgassa
Mekonnen Tesfahunge
Mekonnen Wakgari
Mekonnen Yimer
Melkamu Hagos
Ogbaghebriel Berakhi
Shiferaw Tesfaye
Seyoum G/Selassie
Solomon Mulugeta
Sufian Ahmed
Taddesse G/Giorges
Tegegn Teka
Teka Halefom
Tenassie Nichola
Teshome Mulat
Yeraswork Admassie
Yilma Tefera
Zeneb Mamo

II. Central Statistical Office (CSO)

Abaynesh Makonnen
Alemayehu Zeru
Aster B. Selassie
Dabalke Asfaw
Jalaluddin Ahmed
Kaba Dinsa
Mekonnen Tekle-Haimanot
Mengistu G/Medhin
Million Tekie
Mitik Beyene

III. Government Ministries

Abebe Berhanou
Achamyelesh G/Selassie
Akale Kifle
Ambachew Habtemariam
Asresu Misikis
Atsede Wondimagegnehu
Axumaite G/Egziabher
Aynalem Seyoum
Bekele Nedy
Etenesh Melesse
Genet Mengistu
Girmay Kebede
Hadgu Bariagaber
Iyasu Demoz
Lomi Tsehai Belay
Mulugeta Bena
Negussie Asfha
Nesah Hunse
Seleshe Dagnachew
Tadesse Woudneh
Tesfa-Yesus Mehari
Teshome Abamegal
Tesfaye Dubale
Yohannes Beshah

IV. Family Guidance Association of Ethiopia (FGAE)

Olgera Rudh
Mebrahtu Debessay
Wondayehu Kassa
Yemane G/Hiwot

V. Office of the National Committee for Central Planning (ONCCP)

Abebaw Zegeye
Abebe W/Amanuel
Assefa Muluneh
Berhanu Debele
Biru Abebe
Dawit Gobana
Haile Mariam Yesho
Petros Wantamo
Solomon Belete
Tesfaye Zegeye
Teshome Amare
Workneh Kassie

VI. United Nations

Addo, N.O. (ILO)
Amine, A. (ECA)
Amonoo, P.G. (ECA)
Bahri, H. (ECA)
Belai, A. (ECA)
Cole, J. (UNICEF)
Ekanem, I.I. (ECA)
Gibril, M.A. (ECA)
Gueye, A.L. (ECA)
Huisman, P. (FAO)
Huninh, R. (ILO)
Idris, A. (UNESCO)
Kazeze, Z.W. (ECA)
Kesteren, J.V. (DTCD)
Magneron, F. (ECA)
Makannah, T.J. (ECA)
Mgeni, A.Y. (WHO)
Nizammudin, M. (UNFPA)
Ramachandran, K.V. (ECA)
Rafig, M. (DTCD)
Sidigui, H. (DTCD)
Vencatachellum, K. (UNIDO)

VII. Revolutionary Ethiopian Women Association (REWA)

Fantaye Awash
Nigest Mengesha
Rosa Assefa
Sisay Zenebe
Tayech W/Georgis

VIII. Relief and Rehabilitation Commission (RRC)

Tesfaye Tekelehaimanot
Luchia Abraha
Mulusew Mamo

IX. World Bank

Jamo, S.
Payson, M.